

## PSYCHOPATHIC CHARACTERIZATION AMONG NIGERIAN POLICE PERSONNEL AND INFLUENCE ON THEIR WORK MOTIVATION

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**ABSTRACT:** *The study examined psychopathic characteristics among Nigerian Police personnel and influence on their work motivation. Using cluster sampling, 39 personnel of Nigeria Police comprising 28 (75.0%) males and 11 (25%) females, with age ranged 29-50 years, mean age 30.36 years and SD 7.03 were sampled. Instruments were Psychopathic Deviant Scale which measured psychopathic characteristics, and Work Extrinsic and Intrinsic Motivation Scale which measured work motivation. The study adopted a predictive design and multiple regression was used to test the hypotheses. The result showed that there was no significant influence of criminal behaviour, fraudulent behaviour, delinquency, and psychopathic personality on work motivation among Nigerian Police personnel. It was recommended that the Nigerian Police personnel should always be made to undergo a personality test before they are employed.*

**KEYWORDS:** Psychopathic Characterization, Nigerian Police Personnel, Work Motivation

### INTRODUCTION

Motivation symbolizes the force performance on or within an individual which causes the individual to act in a unique purpose managed way (Slocum, 2017). Motivation is a notable occurrence because it supports shed more illumination on why humans act and behave in definite ways. Motivation is simple to tell but arduous to stipulate by the argument of the many interpretations specified to it by distinct creators who are impressed by what they assume it should be. Robbins (2014) describes work motivation as the strength, managed, and sustained to achieve a goal in an organization.

According to Thierry (2010) work motivation can be considered as a driving force; a psychological drive that compels or reinforces an action toward a desired goal in a work place. Work Motivation elicits, controls, and sustains certain goal directed behaviours. The concept of job Motivation comprises of two important types of motivators, which could be classified as intrinsic or extrinsic (Kanfer, 2010). Intrinsic motivators include achievement, recognition, challenging work, increased responsibility, advancement and enjoyment. "Intrinsic motivation is itself the "outcome," the result of a work situation that people enjoy, because they are in charge, because they have the opportunity to acquire new skills and abilities to match a different challenge, or because they are part of a successful team Haasen (2017).

Whereas, extrinsic motivators include pay, fringe benefits, promotion, housing allowance, medical allowance, and status are

the factors extrinsic to the job. In addition to concrete rewards, content of the job itself, recognition and feedback from co-workers, supervisors, and customers and accomplishing goals that are challenging and meaningful as more effective extrinsic motivators. Hence, this study intends to find out the extent to which psychopathic characteristics among the Nigeria police personnel influence their work motivation.

Psychopathy is a clinical construct characterized by a constellation of interpersonal (e.g. deceitfulness, superficial charm, grandiosity), affective (e.g. lack of empathy, remorse, or guilt), and behavioural (e.g. irresponsibility, impulsivity, parasitic lifestyle) features (Cleckley, 1941; Hare, 2003; Hare & Neumann, 2008). These features appear to be genetically influenced, begin to manifest in childhood, and are relatively stable over time (Larsson et al., 2016). Recent studies indicate that the latent structure of psychopathy is more accurately represented as a dimensional rather than categorical construct (Edens et al., 2016). These findings are consistent with the view that psychopathic personality traits exist on a continuum within the general population (Hare and Neumann, 2008).

Psychopathy has been described as one of the most important psychological constructs within the criminal justice system (Harris et al., 2017), perhaps the most important forensic concept of the early twenty-first century (Monahan, 2016), and the unified theory of crime (DeLisi, 2009). Psychopathy is a variant of antisocial personality that is characterized by

affective dysregulation, interpersonal deceitfulness, irresponsible lifestyle, social deviance, impulsivity, and egocentric (Cleckley, 1982).

Two variants have been identified: primary psychopathy, and secondary psychopathy. While primary psychopathy is underpinned by an inherited affective deficit, secondary psychopathy reflects an acquired affective disturbance (Skeem, Johansson, Andershed, Kerr, & Louden, 2007). People with primary psychopathy have greater ability to use others for their own purposes (Porter, 1996), and more pronounced traits of emotional detachment (Mealey, 1995).

Those with secondary psychopathy occasionally show positive social trait or prosocial emotion (Karpman, 1941). However, they may display impulsivity, hostility, and other social deviance (Mealey, 1995). More psychopathic individuals perpetrated instrumental violent crime than non-psychopaths, who engaged in more reactive violence than proactive aggression (Woodworth & Porter, 2002). It is with this view that this study wants to identify some psychopathic characteristics among the Nigerian Police Personnel and their influence on the work motivation.

### **Statement of Problem**

There is widespread corruption among the personnel of the Nigeria Police Force (Karimu & Osunyanmi, 2012). However, studies found that many of the corrupt practices of the police men and officers which the society detest are some of the effects of the less work motivation in the Nigeria police where according to Hills (2008), men and officers are largely expected and responsible for their extended and often impoverished families with little income.

Corruption is endemic at every level of Nigeria society (Karimu, 2014), with the police regularly heading Transparency International's list of the most corrupt institutions in the country (Hills, 2008). It ranges from the constable who extorts money from motorists at checkpoints to the senior officers who share from the proceeds of the checkpoints extortion and who also take their subordinates' allowances. Motivation makes an individual to want to put more effort to work.

Deeprouse (2014) examined the effective of reward system improve employee

motivation and increases employee productivity which contribute to better enhanced organizational performance as well as promoting the psychological well-being of employees. Baron (2013) argues that there is very close relationship between work motivation and anti-social behaviour. Hence, this study wants to find out if psychopathic characteristics among Nigeria Police Personnel will influence their work motivation.

### **Purpose of the Study**

The main purpose of this study is to identify some psychopathic characteristic among the Nigerian Police Personnel and the influence on work motivation. Specifically, this study intends to:

1. Examine the extent to which criminal behaviour will significantly influence work motivation among Nigeria Police Personnel.
2. Find out the degree to which fraudulent behaviour will significantly influence work motivation among Nigeria Police Personnel.
3. Determine if Delinquency will significantly influence work motivation among Nigeria Police Personnel.
4. Find out the extent to which psychopathic personality will significantly influence work motivation among Nigeria Police Personnel.

### **Research Question**

1. To what extent will criminal behaviour significantly influence work motivation among the Nigeria Police Personnel?
2. To what degree will fraudulent behaviour significantly influence work motivation among the Nigeria Police Personnel?
3. In what ways will delinquency significantly influence work motivation among Nigeria Police Personnel?
4. Will psychopathic personality significantly influence work motivation among Nigeria Police Personnel?

### **Significance of the Study**

1. Theoretically, this study is expected to enrich the body of knowledge by providing literatures and theories that explains the psychopath and work motivation among the Nigeria Police Personnel.
2. Again, this study will serve as reference point for further researchers who might be interested in this kind of study.

3. Practically, this study will help the Nigeria Police understand the concept of psychopathy and the various psychopathic characteristics among the police force.
4. Furthermore, this study will help the Nigeria Police Personnel to understand the extent to which psychopathic characteristics affects their work motivation.

### **Operational Definition Terms**

**Psychopathic Characteristics:** These are various behaviours characterized by uncaring attitudes towards others as measured with psychopathic deviant scale (PDS) by Hathaway and Mckinely (1967).

**Work Motivation:** This refers to the zeal to succeed on job as measured with Work Extrinsic and Intrinsic Motivation Scale by Tremblay (2009).

## **LITERATURE REVIEW**

### **Theoretical Review**

#### **Psychopathic Characteristics**

**Arousal Theory of Antisocial Personality by Hare (1970):** Low-arousal theory (Hare, 1970) suggests that psychopaths have a pathological low level of autonomic and cortical arousal, and hyperactivity when compared to non-psychopathic individuals.

Consequently, psychopathic personality will be in a chronic state of stimulation and sensation seeking. This explains why psychopathic personalities do not become automatically aroused to stimuli that would otherwise be stressful, exciting, or frightening to non-psychopaths. This results to the psychopaths need for a greater variety and intensity of sensory input to increase his or her arousal level to the optimum.

The theory assumes that arousal level and sensory intake are dynamically related in such a way an optimal level of arousal is maintained. This is a common level presumed to be functionally desirable for all individuals. However, when that level of arousal falls below the optimum, stimulation and/or sensation-seeking behaviour and sensory intake increases dramatically to raise the arousal level to the desired optimum. When the arousal level rises above the optimum, the stimulation and sensation-seeking behaviour and sensory intake attenuates and the level of arousal drops to the required optimal level.

### **Work Motivation**

**Self-Determination Theory of motivation by Deci & Ryan (2000):** Self-Determinism Theory focuses on the “nature” of motivation, that is, the “why of behaviour.” The underlying assumption is that “human beings are active, growth-oriented organisms who are naturally inclined toward integration of their psychic elements into a unified sense of self and integration of themselves into larger social structures” (Deci & Ryan, 2010).

Self-determination arises from intrinsic rather than extrinsic motivation. Identification, integration, and intrinsic motivation are the prototype of self-determined motivations whereas amotivation, external regulation, and introjection are categorized as non-self-determined motivations.

Self-Determinism Theory does not presuppose that the self-determination continuum is a developmental one in the sense that individuals progress along it in specific stages. Rather, a new behaviour may be internalized at any point along the continuum depending on factors such as organizational context and an individual’s prior experiences (Ryan, 2015).

### **Empirical Review**

#### **Psychopathy**

Raine, Venables, and Williams (1990) conducted a study which centres on the relationship between experimental measures of arousal and criminality at two different age intervals. Arousal was measured at 15 years, using electro dermal, cardiovascular, and cortical responses; while criminality was measured at age 24 years. The findings of the study demonstrated that on all measures of arousal, future criminals showed lower levels of arousal in the experimental situation than did future non criminals.

Therefore, this does seem to provide some evidence that low arousal is associated with future criminality; however, criminality does not equate to psychopath (Babiak & Hare, 1999). The psychophysiological responsiveness of antisocial individuals is investigated to distress cues and threatening stimuli. Electro dermal responses and skin conduct and responses were recorded during exposure to stimuli. The results demonstrated that antisocial personality relative to controls, had reduced electro dermal and skin conductance responses to the threatening and

neutral stimuli. Therefore, the antisocial personality low arousal and low physiological responsiveness to threatening stimuli can be attributed to high aversion.

In a survey of 5,428 companies in 40 countries it was revealed that 43% reported significant fraud, with the average company loss over a two-year period was U.S.\$ 2,420,700 (Price, Waterhouse, Coopers, 2008). We know little about the individuals who committed such fraud, or about the ways in which they often managed to avoid prosecution, termination, or formal censure; perhaps, with the help of organizations that strove to keep problems in-house.

### Work Motivation

Fiona and Cary (2010) examined the psychological effects of downsizing and redundancy on those remaining within organizations after large scale redundancy programs. He examined the emotional, attitudinal and behavioral effects of redundancy on survivors and the resultant implications for management: in particular the changing role of line managers where delaying and redundancy has taken place and secondly explored the impact of redundancy on the organization in terms of organizational morale, motivation, organizational loyalty and job security where redundancy has and has not been used as a method of downsizing.

Preeti and Rawat (2011) found the relationship between psychological empowerment and organization commitment and stated that empowerment is granting power or enabling people to exercise power, Organizational commitment is understood as individual's identification with and involvement in the organization.

Stiles (2018) examined the relationship between shame and work motivation and identified a set of relationships between the emotion and goal setting which allows to deepen conceptions of emotional effects and theoretically showed how the identification and specification of distinct emotions rather than generalized ones such as core affect will provide for an enhanced understanding of motivation.

### Hypotheses

1. Criminal behaviour will not significantly influence work motivation among Nigeria Police Personnel.

2. Fraudulent behaviour will not significantly influence work motivation among Nigeria Police Personnel.
3. Delinquency will not significantly influence work motivation among Nigeria Police Personnel.
4. Psychopathy personality will not significantly influence work motivation among Nigeria Police Personnel.

### METHOD

**Participants:** The participants used for this study are personnel member of Nigeria Police. Thirty-nine (39) personnel members of the Nigeria Police were selected using convenience sampling. Adel (2007), defined convenience sampling method as a non-probability sampling method in which a researcher selects participants for research based on how accessible the participants are to the researcher. The participants comprise of 28 (75.0%) males and 11 (25%) females whose ages ranged from 29-50 years, with a mean age of 30.36 years and a standard deviation of 7.03 years.

**Instruments:** The two instruments utilized were Psychopathic Deviant scale which was used to measure psychopathic characteristics, and Work Extrinsic and Intrinsic Motivation Scale which was used to measure work motivation.

**Psychopathic Deviant Scale** - This is a 69-item inventory. It is the scale 4 of the Minnesota Multiphasic personality inventory (MMPI). It has four sub scales, which are: *criminal behaviour* (10 items) *fraudulent behavior* (7 items), *delinquency* (20 items) and *psychopathic personality* (22 items). One-week interval test – reliability retests coefficient of .80 was reported by Hathway and Mckinley (1967) with a sample of 100 participants. However, Ivor (1984) reported a reliability index of .76 for Nigerian samples. The correlated Psychopathic deviant scale with Arrow Dot test by Dombrose and Slobin (1958) gave a discriminant validity coefficient of .57. For the current study, the Guttman split- half reliability of .89, and convergent validity of .99, .99, .99, and .77 were found for the criminal behavior, fraudulent behavior, delinquency and psychopathic personality dimensions of Psychopathic Deviant Scale respectively.

**Work Extrinsic and Intrinsic Motivation scale (WEIMS) by Tremblay (2009):** Work extrinsic and intrinsic motivation Scl (WEIMS) is an 18-item scale designed to

measure both extrinsic and intrinsic motivation of an employee. The scale is a 7-point likert response scale ranging from does not correspond at all (1) to corresponds exactly (7). Score for Work extrinsic and intrinsic motivation scale can be obtained by summing the means of the three non-self-determined subscales (INTRO, EXT, and AMO).

Either for prediction purposes or when testing comprehensive theoretical models with techniques such as structural equation modelling, these two forms of work motivation are useful when researchers need to reduce the number of indicators (i.e., latent variables) to provide adequate tests of models. Internal consistency values of .87 and .72 were obtained for work self-determined and non-self-determined motivation, respectively, and a content validity of .90. In Nigeria, Agu (2017) reported a Cronbach Alpha of .82. From the pilot test in the study, a Cronbach alpha of .93 was obtained.

### Procedure

The student approached the participants (police personnel) and explained

the nature/essence of the study and sought their consent to participate in the study. He assured them of the confidentiality of their responses. It is an ethical requirement in psychological research to get consent and ensure confidentiality of participants. He thereafter requested that they filled the questionnaire. In an effort to encourage honest answers, participants (respondents) were instructed not to include their names or other identification parameters in the activity. A total of 39 participants were used for the study. The questionnaire copies were collected after being responded.

### Design/Statistics

The study adopted a predictive design. According to Erikson (2014), a predictive design, reveals the predictive relationship that exists between two variables. On the statistical tools, multiple regression was used to test the hypothesis. This is because the researcher is interested in finding out the influence of psychopathic characteristics on work motivation.

## RESULTS

**Table 1: Descriptive Statistics summary of the mean scores and standard deviation for the demographic variables in the study.**

| Variables                 | Mean  | Std. Deviation | N  |
|---------------------------|-------|----------------|----|
| Age                       | 14.42 | 9.838          | 39 |
| Gender                    | -     | -              | 39 |
| Marital status            | -     | -              | 39 |
| Rank                      | -     | -              | 39 |
| Educational Qualification | -     | -              | 39 |
| Religion                  | -     | -              | 39 |
| Years of Experience       | 11.28 | 1.932          | 39 |
| Criminal Behaviour        | 14.22 | 2.611          | 39 |
| Fraudulent Behaviour      | 13.15 | 3.293          | 39 |
| Delinquency               | 14.92 | 2.697          | 39 |
| Psychopathic Personality  | 13.93 | 3.333          | 39 |

Source: Primary data from the participants

**Table 2: Summary Showing Pairwise Inter-Variable Correlations using Pearson Product Moment Correlations**

|                             | 1       | 2       | 3       | 4      | 5     | 6    | 7 |
|-----------------------------|---------|---------|---------|--------|-------|------|---|
| 1. Work Motivation          | 1       |         |         |        |       |      |   |
| 2. Age                      | .152    | 1       |         |        |       |      |   |
| 3. Years of experience      | .367**  | -.195** | 1       |        |       |      |   |
| 4. Criminal behaviour       | .619**  | -.033   | .339**  | 1      |       |      |   |
| 5. Fraudulent behaviour     | .367**  | -.195** | -.309** | .339** | 1     |      |   |
| 6. Delinquency              | -.299** | .038    | .062    | .293** | -.104 | 1    |   |
| 7. Psychopathic personality | .118*   | -.180** | .170**  | .170** | .128  | .043 | 1 |

Note: \*\* =  $p < .01$ , \* =  $p < .05$ ; N=39; Source: Primary data from the participants

The result of the Pearson r revealed that years of experience correlated with work motivation, age, and criminal behaviour among personnel

members of the Nigeria Police ( $r = .36, -.19, .33, p < .01$ ) respectively. By implication, the higher the years of experience, the higher the

work motivation, age and criminal behaviour among personnel members of Nigeria Police Force. Also, the result of Pearson r above revealed that criminal behaviour correlated with work motivation and years of experience age and rank ( $r = .61, .33, p < .01$ ), fraudulent behaviour correlated with work motivation, age, years of experience, and criminal

behaviour ( $r = .36, -.19, .30, .33, p < .01$ ), delinquency correlated with work motivation and criminal behaviour ( $r = .29, .29, p < .01$ ), psychopathic personality correlated with work motivation, age, years of experience and criminal behaviour ( $r = -.11, -.18, .17, .17, p < .01$ ).

*Table 3: Multiple regression table showing the interaction between criminal behaviour, fraudulent behaviour, delinquency, psychopathic personality and work motivation.*

| Variables | R <sup>2</sup> | Δ R <sup>2</sup> | DF    | F       | B (UC) | β (SC) | T    | SE  |
|-----------|----------------|------------------|-------|---------|--------|--------|------|-----|
| Model 1   | .35            | .03              | 1(38) | 45.23** |        |        |      |     |
| CB*WM     |                |                  |       |         | .01    | .05    | 3.27 | .04 |
| Model 2   | .34            | .14              | 1(38) | 35.24** |        |        |      |     |
| FB*WM     |                |                  |       |         | -.03   | .04    | 2.70 | .04 |
| Model 3   | .27            | .13              | 1(38) | 25.78** |        |        |      |     |
| D*WM      |                |                  |       |         | .02    | .09    | 2.04 | .02 |
| Model 4   | .25            | .13              | 1(38) | 26.76** |        |        |      |     |
| PP*WM     |                |                  |       |         | -.03   | .04    | 2.01 | .01 |

Note: \*\* =  $p < .01$ , \* =  $p < .05$ ; \*\* means that the test is significant at .01 level of significance; Δ = increase on adjusted R<sup>2</sup> and F-ratio as a result of the interaction; B (UC) = Unstandardized coefficient; β (SC) = Standardized Coefficients Beta; SE = Std. Error; CB = Criminal Behaviour; FB = Fraudulent Behaviour, D = Delinquency; PP = Psychopathic Personality; WM = Work Motivation.

The result from the table above showed that in model 1 criminal behaviour contributed 35% variation to the understanding of work motivation among personnel members of Nigeria Police Force  $F(1,38) = 45.23$  at  $p < .01$ . Therefore,

hypothesis one which stated that criminal behaviour will not significantly influence work motivation among Nigeria Police Personnel is rejected. Meaning that criminal behaviour among the personnel member of the Nigeria Police Personnel affects their motivation to work. Also, in model 2 fraudulent behaviour contributed 34% variation to the understanding of work motivation among personnel members of Nigeria Police Force  $F(1,38) = 35.24$  at  $p < .01$ . Therefore, hypothesis two which stated that fraudulent behaviour will not significantly influence work motivation among Nigeria Police Personnel is rejected. Meaning that

fraudulent behaviour among the Nigeria Police personnel affects their work motivation.

Furthermore, in model 3 delinquency contributed 27% to the variation of understanding work motivation among the personnel members of Nigeria Police Force  $F(1, 38) = 25.78$  at  $p < .01$ . Therefore, hypothesis three which stated that delinquency will not significantly influence work motivation among Nigeria Police Personnel is rejected. This means that delinquency among the personnel members of Nigeria Police force affects their work motivation.

Finally, in model 4 psychopathic personality contributed 25% to the variation of understanding work motivation among personnel members of Nigeria Police Force  $F(1, 38) = 26.78$  at  $p < .01$ . Therefore, hypothesis four which stated that psychopathy personality will not significantly influence work motivation among Nigeria Police Personnel is rejected. This implies that

psychopathic personality of the personnel member affects their motivation to work effectively.

### **Summary of Findings**

1. Criminal behaviour significantly influenced work motivation among Nigeria Police Personnel.
2. Fraudulent behaviour significantly influenced work motivation among Nigeria Police Personnel.
3. Delinquency significantly influenced work motivation among Nigeria Police Personnel.
4. Psychopathy personality significantly influenced work motivation among Nigeria Police Personnel.

### **Discussion**

The purpose of the study was to examine psychopathic characterizations among Nigeria Police Personnel and influence on their work motivation. The study found that psychopathic characteristics significantly influenced work motivation among personnel members of Nigeria Police Force.

The result revealed that criminal behaviour contributed 35% variation to the understanding of work motivation among personnel members of Nigeria Police Force  $F(1,38) = 35.23$  at  $p < .01$ . Meaning that criminal behaviour among the personnel member of the Nigeria Police Personnel affects their motivation to work. Raine, Venables, and Williams (1990) conducted a study which centres on the relationship between experimental measures of arousal and criminality at two different age intervals. Arousal was measured at 15 years, using electro dermal, cardiovascular, and cortical responses; while criminality was measured at age 24 years.

The findings of the study demonstrated that on all measures of arousal, future criminals showed lower levels of arousal in the experimental situation than did future non criminals. Therefore, this does seem to provide some evidence that low arousal is associated with future criminality; however, criminality does not equate to psychopath (Babiak & Hare, 1999).

Also, the finding from the study revealed that fraudulent behaviour contributed 34% variation to the understanding of work motivation among personnel members of Nigeria Police Force  $F(1,38) = 30.40$  at  $p < .01$ . Therefore, hypothesis two which stated that

fraudulent behaviour will not significantly influence work motivation among Nigeria Police Personnel is rejected. Meaning that fraudulent behaviour among the Nigeria Police personnel affects their work motivation. In a survey of 5,428 companies in 40 countries it was revealed that 43% reported significant fraud, with the average company loss over a two-year period was U.S.\$ 2,420,700 (Price, Waterhouse, & Coopers, 2008).

Furthermore, the study revealed that delinquency contributed 27% to the variation of understanding work motivation among the personnel members of Nigeria Police Force  $F(1, 38) = 25.78$  at  $p < .01$ . Therefore, hypothesis three which stated that delinquency will not significantly influence work motivation among Nigeria Police Personnel is rejected. This means that delinquency among the personnel members of Nigeria Police force affects their work motivation. The psycho-physiological responsiveness of antisocial individuals is investigated to distress cues and threatening stimuli. Electro dermal responses and skin conductance responses were recorded during exposure to stimuli. The results demonstrated that antisocial personality relative to controls, had reduced electro dermal and skin conductance responses to the threatening and neutral stimuli.

Finally, it was revealed in the study that psychopathic personality contributed 25% to the variation of understanding work motivation among personnel members of Nigeria Police Force  $F(3, 196) = 26.78$  at  $p < .01$ . Therefore, hypothesis four which stated that psychopathy personality will not significantly influence work motivation among Nigeria Police Personnel is rejected. This implies that psychopathic personality of the personnel member affects their motivation to work effectively.

Fiona and Cary (2010) examined the psychological effects of downsizing and redundancy on those remaining within organizations after large scale redundancy programs. He examined the emotional, attitudinal and behavioral effects of redundancy on survivors and the resultant implications for management: in particular the changing role of line managers where delaying and redundancy has taken place and secondly explored the impact of redundancy on the organization in terms of organizational morale, motivation, organizational loyalty and job security where

redundancy has and has not been used as a method of downsizing.

### Implication of the Study

Theoretically, this study expands and added to the scope of Arousal Theory of Antisocial Personality in understanding psychopathic characteristics among personnel member of police force. Also, this study explains the importance of Abraham Maslow's Need Hierachy theory in explaining work motivation among personnel member of the Police force.

Practically, the findings from this study emphasize in detail that psychopathic characteristics among the personnel member of the Nigeria Police force can affect their motivation to work.

### Limitation and suggestion for further studies

This study employed a convenience sampling technique in data collection and as such lack the ability to present a true representative of the population. Thus, caution must be exercised in interpreting and inferring the outcome of the study. Researchers are urged to explore the validity of the study using a longitudinal design. Further studies should adopt a combined qualitative and quantitative approach in exploring the influence of psychopathic characteristics on work motivation among the personnel member of Nigeria Police Force.

### Recommendations

Based on the findings of the study, it was recommended that:

1. The personnel members of the Nigeria Police Force should always be made to undergo a personality test before they are being selected as members of the police force.
2. There should be provision for constant training for the police personnel so as to ensure they are effective on their job.
3. Also, the remuneration of personnel members should paid as at when due so to motivate them to be more effective on their job.

### Conclusion

The study investigated psychopathic characteristics and their influence on work motivation among personnel members of Nigeria Police force. The finding of the study

revealed that there is significant influence of psychopathic characteristic on work motivation among personnel members of Nigeria Police Force. Also, the study confirmed the important theoretical positions of Arousal Theory of Antisocial Personality in understanding psychopathic characteristics among personnel member of police force and the importance of Abraham Maslow's Need Hierarchy theory in understanding work motivation.

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